GOVERNMENT OF ANDHRA PRADESH
ABSTRACT

Labour Employment Training & Factories Department - Public Services - Factories Department - Stepping up of pay of Sri.G.Balakishore, Director of Factories, Andhra Pradesh, Hyderabad on par with his Junior Sri A. Balaji Sridhar, Joint Chief Inspector of Factories - Orders - Issued.

(LABOUR EMPLOYMENT TRAINING AND FACTORIES (Labour.II) DEPARTMENT)

G.O.RT.No. 484 Dated:21-09-2015

Read the following:

1. G.O.Ms.No.297, R&P (F.W. PRC.I) Department, Dt:.25.10.1983.
2. G.O.Ms.No.182, R&P (F.W. PRC.II) Department, Dt:.07.05.1984.
3. G.O.Ms.No.75, R&P (F.W. PRC.II) Department, Dt:22.02.1984.
4. G.O.Ms.No.223, R&P (F.W. PRC.II) Department, Dt:10.09.1996.
5. G.O.Ms.No.52, Finance (PC-1) Department, Dt: 25.02.2010.
6. Circular Memo.No.33327-A/549/A1/PC-I/2009, Finance (PC-1), Department, dated.13.03.2010.
7. G.O.Ms.No.93, Finance (Pay Commission –II) Dept., dt:3.4.2010.
8. G.O.Rt.No.805, LET & F (Lab.II) Dept., dt:28.4.2011.
9. From the DOF, A.P., Hyderabad, Lr.No.E2/16871/2013, dt:1.3.2014.
10. G.O.Ms.No.46, Finance (HRM.V-PC) Department, Dt: 30.04.2015.
11. G.O.Ms.No.67, Finance (HRM.V-PC) Department, Dt: 12.06.2015
12. G.O.Ms.No.68, Finance (HRM.V-PC) Department, Dt: 12.06.2015.

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O R D E R:

In the reference 9th read above, the Director of Factories, Andhra Pradesh, Hyderabad has requested to step up the pay of Sri G.Bala Kishore, the then Deputy Chief Inspector of Factories, present Director of Factories and fix at Rs. 24900/- w.e.f 05.02.2005 on par with his junior Sri A. Balaji Sridhar, former Deputy Chief Inspector of Factories now working as Joint Chief Inspector of Factories O/o Director of Factories, Andhra Pradesh, Hyderabad, who is drawing more pay i.e., Rs. 24,900/- w.e.f. 05.02.2005 in the scale of pay of Rs. 13390-28500 attached to the post of Deputy Chief Inspector of Factories in the pay scales of 2005.

2. On verification, it is observed that in the cadre of Deputy Chief Inspector of Factories, Sri G.Bala Kishore, Director of Factories has drawn less pay of Rs.24200/- than the pay of his junior Sri A. Balaji Sridhar, Joint Chief Inspector of Factories i.e., Rs.24900/- w.e.f.05.02.2005 in RPS, 2005. The anomaly has arisen due to promotion of Junior from the Special Promotion Post-I and derived the fixation benefit under FR 22(B) in the Revised Pay Scales of 2005.

3. Sri G.Bala Kishore, Director of Factories, has got promotion as Deputy Chief Inspector of Factories on 20.11.2000 without availing the benefit of Special Promotion post – I. Whereas, Sri A. Balaji Sridhar, Joint Chief Inspector of Factories got promotion as Deputy Chief Inspector of

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Factories on 09.03.2004 after availing the benefit of Special Promotion post – I in the feeder category i.e., Inspector of Factories and his pay has been fixed accordingly under FR22(B). Consequently the pay of Sri A. Balaji Sridhar, as Deputy Chief Inspector of Factories was more than that of Sri G.Bala Kishore as Deputy Chief Inspector of Factories, who is senior to Sri A. Balaji Sridhar as on 05.02.2005.

4. In the reference 1st to 4th read above, the Government have issued orders for rectification of the anomaly by way of stepping up of pay on par with the junior from time to time. In the references 5th to 7th and 10th to 12th read above Government have issued guidelines in Revised Pay Scales 2010 and 2015 respectively on implementation of Automatic Advancement Scheme and stepping up of pay of senior on par with his junior.

5. The stepping up of pay is admissible only in the cases where the anomaly arose in the Revised Pay Scales, 2005 and the anomaly persisted on 1.7.2008 as a result of promotion of the senior from Ordinary Grade/Special Grade got pay fixed under FR 22(a)(i) read with FR 31(2), whereas the junior was promoted from the Special Grade/Special Promotion Post and derived the fixation benefit under FR 22(B) and in such cases the pay of the seniors shall be stepped up and brought on par with juniors in the Revised Pay Scales, 2005 in the first instance, subject to fulfillment of the following conditions and then only the pay shall be fixed in the Revised Pay Scales, 2010:

a) Both the senior and junior should have been drawing pay in an identical pay scale in the existing scales of pay;

b) The senior as well as the junior should be promoted to the same category of post carrying the same scale of pay;

c) The pay of the junior in the lower category should have been less than or equal to that of the senior in the lower category prior to promotion of the senior to the higher post;

d) The anomaly should have been arisen directly as a result of the fixation of pay in the existing scales under Automatic Advancement Scheme.

6. The Benefit of pay fixation under F.R.22-B be continued on promotion even if the employee had derived the benefit under Special Grade or SPP 1-A and SPP 1-B and if this results in the senior drawing less pay than the junior, the pay of the senior be stepped up to that of the junior subject to the conditions enumerated in G.O.Ms.No.297, Finance (PRC-I) Dept., dt:25.10.1983.

7. Therefore, the pay of Sri G.Bala Kishore, Director of Factories is stepped up and fixed at Rs.24,900/- in the cadre of Deputy Chief Inspector of Factories w.e.f 05.02.2005 on par with his junior, viz Sri A. Balaji Sridhar, Joint Chief Inspector of Factories, the then Deputy Chief Inspector of Factories, in the scale of pay of Rs.13390 – 28500 attached to the post of Deputy Chief Inspector of Factories in RPS, 2005 and monitory benefit is allowed from 01.04.2005.

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8. Subsequently, his annual grade increments are sanctioned periodically as follows:

Sl.No	Date of increment	Pay	Amount of increment	Future Pay	Scale of Pay
1	2	3	4	5	6
1	01.02.2006	24900/-	700/-	25600/-	13390-28500
2	01.02.2007	25600/-	700/-	26300/-	13390-28500
3	01.02.2008	26300/-	700/-	27000/-	13390-28500

9. Further Sri G.Bala Kishore, the then Deputy Chief Inspector of Factories has been promoted as Joint Chief Inspector of Factories w.e.f.4.08.2008 and the officer has exercised option for fixation of pay under FR 22(B) with effect from the date of his increment i.e., 01.02.2009 in the lower category i.e., Deputy Chief Inspector of Factories.

10. Accordingly, pay of Sri G.Bala Kishore, Joint Chief Inspector of Factories is fixed at Rs.27,750/- with effect from 04.08.2008 under FR 22(a) (i) in the scale of pay of Rs.18025-30765 attached to the post of Joint Chief Inspector of Factories. Further his pay is fixed under FR 22(B) with effect from 05.02.2009 at Rs. 29250/- in the scale of pay of Rs.18025-30765 attached to the post of Joint Chief Inspector of Factories in the Revised Pay Scale, 2005.

11. As per orders issued in the Circular memo 6th read above, the pay of senior shall be stepped up on par with his junior in the Revised pay scales, 2005 in the first instance and then only the pay shall be fixed in Revised pay scales, 2010 as per the option exercised by the individual

12. Consequent as the instructions issued by the Government in the references 5th to 7th cited, the Pay of the Sri.G.Bala Kishore the then Deputy Chief Inspector of Factories is fixed as follows:

Pay as on 01-07-2008	Rs.	27,000.00
D.A. as on 01-07-2008 @ 42.39%	Rs.	11,445.30
39% of Fitment Benefit	Rs.	10530.00
Total:	Rs.	48975.30

(Rounded to Rs. 48975/-)

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13. The Pay of the individual is fixed at Rs.49360/- with effect from 01-07-2008 in the scale of pay of Rs.23650-650-25600-700-27700-750-29950-800-32350-850-34900-900-37600-970-40510-1040-43630-1110-46960-1200-49360 attached to the post of Deputy Chief Inspector of Factories in the Revised Pay Scales, 2010.

14. Further Sri. G.Bala Kishore, the then Deputy Chief Inspector of Factories has been promoted as Joint Chief Inspector of Factories w.e.f.04.08.2008 and the officer has exercised option for fixation of pay under FR 22(B) with effect from his date of increment i.e., 01.02.2009 in the lower category i.e., Deputy Chief Inspector of Factories.

15. Accordingly, pay of Sri.G.Bala Kishore, Joint Chief Inspector of Factories fixed at Rs.50,560/- with effect from 04.08.2008 under FR 22(a)(i) in the scale of pay of Rs.31,550-53,060 attached to the post of Joint Chief Inspector of Factories. Further his pay fixed under FR 22(B) with effect from 01.02.2009 at Rs.53,060/- in the scale of pay of Rs.31,550-53,060 attached to the post of Joint Chief Inspector of Factories in the Revised pay scales, 2010.

16. The subsequent annual grade increments are regulated as follows:-

Date of increment	Scale of Pay	Present Pay	Amount of increment	Future Pay
1	2	3	4	5
01-02-2010	Rs.31,550-53,060	Rs.53,060/-	1300/- (1st stagnation)	Rs.53,060/- +1300(54,360/-)

17. Further Sri. G.Bala Kishore, the then Joint Chief Inspector of Factories has been promoted as Director of Factories w.e.f.07.07.2010 and the officer has exercised option for fixation of pay under FR 22(B) with effect from on his date of promotion i.e., 07.07.2010. Hence, pay of the individual is fixed at 55,660/- + 1300(1st stagnation) w.e.f. 07.07.2010 in the scale of pay of Rs.41,550-55,660 attached to the post of Director of Factories in the revised pay scales of 2010.

18. subsequent annual grade increments are regulated as follows:-

Date of increment	Scale of Pay	Present Pay	Amount of increment	Future Pay
1	2	3	4	5
01.07.2011	Rs.41,550-55,660	Rs.55,660+1300/- (1st stagnation)	1300/- (2nd stagnation)	Rs.55,660/- +1300/- +1300(58,260/-)
01.07.2012	Rs.41,550-55,660	Rs.55,660+1300/- +1300(Rs.58,260/-)	1300/- (3rd stagnation)	Rs.55,660/- +1300/- +1300+1300(59,560/-)

the employee is entitled for three stagnation increments beyond the time scale in the Revised Pay Scales, 2010 as per orders issued in G.O. 5th read above.

19. The Monetary benefit of above pay fixation is allowed as follows in terms of the orders issued in the references 5th to 7th cited:-

(1) From 01-07-2008 to 31-01-2010 (the benefit is notional)
(2) From 01-02-2010 to 28-02-2010 (to be credited to the G.P.F. account of the individual)
(3) From 01-03-2010 onwards, the pay fixation arrears shall be paid in cash.

20. The Director of Factories is requested to take further necessary action as per the above fixation and also take necessary action in fixation of new pay of the individual under Revised Pay Scales, 2015 duly following the instructions mentioned in the G.Os. 10th to 12th read above with consultation of Pay and Accounts Officer, Hyderabad under intimation to the Government.

21. The individual is informed that if any excess payment is noticed due to erroneous pay fixation, the same will be recovered, from his pay without any notice.

22. The Director of Factories, Andhra Pradesh, Hyderabad shall take necessary action accordingly.

23. This order issues with the concurrence of Finance (PC-II) Department, vide their U.O.Note.No.5128/93/A1/HRM.V-PC/2015, Dt:07.08.2015.

(BY ORDER AND IN THE NAME OF THE GOVERNOR OF ANDHRA PRADESH)

G. ANANTHA RAMU
SECRETARY TO GOVERNMENT

To
The Director of Factories, Andhra Pradesh, Hyderabad.
Sri.G.Bala Kishore through the Director of Factories, Andhra Pradesh, Hyderabad.
The Pay And Accounts Officer, Hyderabad.
Copy to:
The Accountant General, Andhra Pradesh, Hyderabad.
Sf/Sc

// FORWARDED :: BY ORDER//

SECTION OFFICER